

### Foundations of the Postdoc Programme

- ◆ Equality, Diversity & Inclusion sit at the heart of the Postdoc Programme.
- ◆ Flexible training opportunities cater for the community's diverse needs.
- ◆ Career guidance and support empower our Postdocs to target the path that's right for them.
- ◆ Networking opportunities broaden horizons and foster a collaborative and supportive Postdoc community.
- ◆ A dedicated Postdoc Committee, comprising members from across Sanger including Postdocs, oversees the Programme. The Committee also champions and represents Postdocs ensuring due recognition of their impactful contributions and unique needs at senior decision-making levels.

Sanger's Postdoc Programme specifically supports Early Career Researcher talent in genomics and bioinformatics to deliver leading-edge research outputs and prepare for future leadership roles in scientific research and beyond.

### Flexible Training Opportunities

Sanger's core Learning & Engagement Programme comprises many scientific and professional training courses, e.g. Good Research Practice, the Talented Women's Impact Programme (empowering women Postdocs to fulfil their Leadership potential), building impact and influencing others. Also available is extensive wellbeing & mental health support, English language lessons and much more.

In addition, the Postdoc Committee has its own budget to run Postdoc-specific training throughout the year, bringing Postdocs together to learn with their peers. The 'EMBO Lab leadership Course for Postdocs' is run in-house annually, and a 'Pathways to Independence' programme - which comprises facilitated sessions exploring the challenges faced by new Group Leaders through the lenses of cohort Alumni who have recently taken that career step - takes place every 2 years. We also run workshops on, for example, building resilience, developing your professional profile and speaking confidently.

### Equality, Diversity & Inclusion (EDI)

We foster an inclusive culture where all can thrive and diversity is celebrated. Our Postdoc community brings great diversity to Sanger, helped by schemes such as our Janet Thornton Fellowship for Postdocs returning to research after a career break and the Sanger Excellence Fellowship for Postdocs of black British heritage. Family friendly policies and interventions, such as maternity coaching, capacity support for those returning from extended leave, and a carer's grant to help with extra costs incurred as a result of attending training and conferences, support our Postdoc carers, for example, to equitably access the opportunities available to the community.

EDI seminars, training and activities run throughout the year, sometimes embedded within Postdoc Retreats, and the Postdoc community is encouraged to fully engage with the active EDI programme.



Postdoc Programme benefits are provided in addition to the core [Employee Benefits](#) available to all employed by Sanger, and the resources and opportunities provided by other Teams at the Institute, and more broadly across the Campus e.g.:

- ['Start-up School'](#) - hosted by the [Biodata Innovation Centre](#) - where participants learn to think like entrepreneurs
- [Grant application support](#) from the Grants Office
- Outreach, teaching and public engagement opportunities with [Wellcome Connecting Science](#)



"I develop and implement many of the Postdoc Programme activities ensuring the research commitments of Sanger's diverse Postdoc community are complemented with an engaging programme of development opportunities. This equips Postdocs with the knowledge and skills they will need to become successful leaders in their future careers.

I create and deliver Postdoc Programme communications and welcome new Postdocs to Sanger. I also support the Postdoc Committee to champion Postdocs across Campus and explore emerging ideas and challenges of relevance to the community so that we can implement support and policies to enable our Postdoc talent to continue extracting the most from their Sanger roles."

**Di Swallow, PhD**  
Postdoc Programme Senior Administrator

## Career Guidance and Support

Postdoc roles are time-limited, and that time ticks away fast. We recognise the importance of helping Postdocs prepare for their next step throughout the duration of their Sanger role. The Postdoc Programme thus provides:

- ◆ A 'Lunch with Leaders' series, which brings Leaders from broad fields to Campus to highlight career pathways available to Postdocs.
- ◆ Career journey seminars from former Postdocs, working in research and non-research roles, at Sanger and beyond.
- ◆ Career management workshops, online career planning courses and 121 career coaching.
- ◆ The Sanger Accelerator Awards for Postdocs (SAAPs), which allow Postdocs to enhance their CVs by competing for, and managing, small pots of independent funding for pilot projects, building collaborations or bespoke training.
- ◆ Access to the University of Cambridge Postdoc Careers service (see below).

## Networking Opportunities

Learning how to network effectively is a key part of the Postdoc role, whether a Postdoc's career aspirations lie in Academia, or beyond. The Postdoc Programme provides frequent opportunities for Postdocs to practice their communication and networking skills, foster inter-Programme connections, and immerse themselves in an open and supportive community. Opportunities include:

- ◆ A Postdoc seminar series; a friendly and informal forum for sharing science
- ◆ Regular 'Drinks & Nibbles' events to suit all schedules, including breakfasts, lunches and evening drinks!
- ◆ Postdoc Retreats; annual 'away days' taking Postdocs off Campus for a fun day of focussed training, careers, networking and team building activities.

## Recognition

We celebrate National Postdoc Appreciation Week each September with a programme that includes our annual Postdoc Awards celebrating behaviours and qualities we value at Sanger. Postdoc contributions are also recognised through their inclusion in the annual appraisal process and performance review, which sees contributions translated into progression up the Postdoc pay scale.

## Partnership with the University of Cambridge

Sanger is an official partner institute to the University of Cambridge. This means that, in addition to everything available at Sanger, our Postdocs can also:

- Access support provided by the University's Postdoc Careers Service
- Participate in training provided by the University's 'Postdoc Academy' and broader departments (e.g. Bioinformatics Training from the Department of Genetics)
- Join the 'Postdocs of Cambridge' society and other social groups
- Apply for affiliations with the University's colleges
- Access the University's Postdoc Alumni benefits after leaving Sanger
- Apply to live in University-run accommodation (subject to availability)

Sanger operates a travel scheme to facilitate Postdocs' attendance at University events in central Cambridge.

